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Abstract

Investigations to determine ccmpliance with the child labcr prcvisicns of the Fair Iabcr Standards Act identified viclaticns in three majcr categcries: (1) mincrs under 16 years old wcrking in cccupaticns for which a 16- or 18-year minimum age has been established, working in excess cf the hcurs permitted children cf that age, or working at times nct permitted, (2) mincrs 16 and 17 years old wcrking in non-agricultural occupations declared hazardcus by the Secretary cf Labcr, fcr which an 18-year minimum age is established, and (3) minors under 16 working in agricultural cccupaticns during hcurs schocls are in session in the district where they live while employed, and wcrking in agricultural cccupations declared hazardous by the Secretary of Labcr, fcr which a 16-year minimum age applies at any time. Data are presented in tabular fcrm for fiscal years 1967 and 1968. (Authcr/CH)

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WORKING CHILDREN

a report on child labor

1967 and 1968

VT009519

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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UNITED STATES DEPARTMENT OF LABOR

WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS

BEST AVAILABLE COPY

A GLIMPSE AT YOUTH WHO WORK

Results of Child Labor Investigations

When and Why

This pamphlet describes the findings of the Wage and Hour and Public Contracts Divisions in investigations to determine compliance with the child labor provisions of the Fair Labor Standards Act. The period covered starts July 1, 1966, and ends June 30, 1968. During this time, legislative developments as well as certain changes in the child labor regulations had an impact on the child labor program.

The 1966 amendments, which extended coverage of the act, included types of industries where youth are often employed such as restaurants, hotels, laundries, and hospitals. These same amendments provided the Secretary of Labor with the authority to declare occupations in agricultural employment hazardous for minors under 16 years of age. In addition, under the authority provided him, the Secretary of Labor amended certain of the child labor regulations. The purpose was to expand the employment opportunities for youth.

Covered young workers, unless otherwise exempt, are also subject to the minimum wage and overtime provisions of the FLSA.

Those That Were Found

Violations of the child labor provisions of the Fair Labor Standards Act fall into three major categories:

—minors under 16 years old working in occupations for which a 16- or 18-year minimum age has been established, working in excess of the hours permitted children of that age, or working at times not permitted;

—minors 16 and 17 years old working in nonagricultural occupations declared hazardous by the Secretary of Labor, for which an 18-year minimum age is established;

—minors under 16 working in agricultural occupations during hours schools are in session in the district where they live while employed, and working in agricultural occupations declared hazardous by the Secretary of Labor, for which a 16-year minimum age applies at any time.

This report does not reflect the impact of the Hazardous Occupations Order in Agriculture since it became effective in January 1968. Minors under 14 years old, unless otherwise exempt, may not be employed under the FLSA.

In the approximately 60,000 investigations made to determine compliance with all the provisions of the FLSA and the Walsh-Healey Public Contracts Act (PCA) during FY 1967, 18,536 minors were found illegally employed. This

number represents violations of the child labor provisions of the FLSA primarily, although some children were found illegally employed under the minimum age provisions of the PCA, and some were illegally employed under both Acts. (See table A.)

Of those illegally employed, 4,201 were under 16 years old found working on farms during the hours schools were in session. (See table B.)

In FY 1968, approximatel, 77,000 investigations were made to determine compliance with all the provisions of the FLSA and the PCA. A total of 14,117 minors were found illegally employed. Of this total, 1,555 were found illegally employed in agriculture. (See table I and table II.)

Agricultural findings showed the greatest decrease in FY 1968. There were 2,646 fewer minors found illegally employed than in 1967. Poor cotton crops and increased mechanization were the basic reasons for this trend. In nonagricultural employment, the greatest decrease in 1968 was found in nonagricultural hazardous occupations—2,573 fewer minors 16 and 17 were found illegally employed. The changes made in Hazardous Occupations Orders Nos. 2, 4, and 7, which became effective in April 1967 and November 1967, had some impact.

TOTAL NUMBER OF MINORS FOUND ILLEGALLY EMPLOYED IN FISCAL YEAR 1967 AND 1968

	Number of minors found illegally employed	
	FY 1967	FY 1968
All regions	18,536	14,117
Nonagricultural employment:		
Minors under 16	5,289	6,059
Minors 16 and 17 in hazardous occupations	8,948	6,375
Agricultural employment	4,201	1,555
Walsh-Healey Public Contracts Act (only)	98	128

Children Under 16—in Business and Industry

The 1966 amendments were in effect for 5 months of FY 1967 so that the full impact on the child labor program affecting children under 16 was not evident until 1968. The table below shows the numbers of minors found illegally employed in the newly covered establishments in each fiscal year.

Industries	FY 1967	FY 1968
Hotels, motels, lodging places	64	153
Laundries, drycleaners	35	238
Amusement, recreation services	11	201
Medical services including hospitals	8	132
Restaurants	120	1,004

Not only were some of these children employed in occupations prohibited for youth of their ages, but also in excess of the daily and weekly hours of work

and before 7 a.m. or after 7 p.m. (9 p.m. June 1 through Labor Day), and many were under 14 years of age.

Examples of actual situations where these youngsters were found employed give flavor to the statistical data and are current evidence of the fact that the very young are still exploited in the market places.

In a restaurant with 10 branches, a total of 55 minors ranging in age from 13 to 15 were employed as dishwashers, porters, busboys and waiters. They worked 9 hours daily, 54 hours weekly during vacation; 5 hours daily on schooldays and 9 hours Saturday for a 39-hour week during school weeks. All of them worked after 7 p.m.; then the nightwork limit for minors under 16.

A 14-year-old nurse's aide worked up to 12½ hours a day in one nursing home while, in another, five 14- and 15-year-old boys and girls worked to 11 p.m. or later.

Six busboys, aged 13, 14, and 15, regularly worked the night shift from 3:15 p.m. to 11:55 p.m. in a restaurant for as much as 57½ hours a week and 12½ hours a day. On occasion, a 13- and a 14-year-old worked the 5 p.m. to 1 a.m. shift.

A 15-year-old girl worked the 10 p.m. to 7 a.m. shift as an assembler in a dry-cleaners. Two boys, aged 13 and 14, helped on the delivery truck of another laundry-drycleaning firm. This occupation is included in Hazardous Occupations Order No. 2. An 18-year minimum age is established for such employment. There are certain exemptions for 16- and 17-year-old minors, but this type of work is prohibited for minors 14 and 15 years of age at any time. Three 15-year-old girls were operating mangles in another laundry. This occupation requires a 16-year minimum age.

The newly covered industries were not alone in the illegal employment of young children. Retail stores frequently employ them. In FY 1967, for example, there were 1,256 minors under 16 illegally employed; while in FY 1968, there were 1,606. One store employed a 12-year-old stock clerk who worked 12 hours a day and, in another, a 14-year-old stockboy worked 57 hours a week during the summer and 44½ hours a week during a school week. Minors ranging in age from 9 to 15 years were found operating or cleaning a variety of meat grinding machines and driving delivery trucks, occupations declared hazardous for minors under 18 years of age.

In a lumber company manufacturing pallets, boxes, and crates, four boys, aged 9, 11, 13, and 14, were employed to do cleanup work in the mill; the 14-year-old operated a powersaw contrary to Hazardous Occupations Order No. 5.

The child labor standards provided in the Fair Labor Standards Act and State child labor laws do not prohibit the employment of 14- and 15-year-olds but are an attempt to safeguard children, who are too young to speak for themselves, from being employed in occupations detrimental to their health and well-being and which interfere with their opportunities to obtain an education.

Harvesting the Crops

This was an unusual year for the child labor agricultural program in that the effective date for the Hazardous Occupations Order in Agriculture occurred in January 1968 and a 4–H Club amendment in June 1968. This amendment permits minors 14 and 15 who have satisfactorily completed 4–H safety training programs to operate tractors and farm machines otherwise requiring a 16-year minimum age.

A basic 16-year minimum age applies to employment in agriculture during the hours schools are in session and, unless otherwise exempt, in those occupations declared hazardous by the Secretary of Labor at any time. There is no minimum age for employment in nonhazardous farm jobs outside school hours. The child labor standards in agriculture do not apply to minors employed by their parents on the home farm.

There were 1,555 minors under 16 found employed during school hours in FY 1968 compared to 4,201 in FY 1967. (See tables B and II.) A total of 1,539 farms were investigated and 496 found employing minors illegally in FY 1968 as compared to 2,281 farms investigated and 1,182 found employing minors illegally in FY 1967.

Cotton harvesting over the years has accounted for the greatest number of illegally employed children. This year, however, the cotton crop was the poorest since records have been kept. In the Southwest, hurricane "Beulah" ruined much of the crop and, throughout the cotton belt, more and more mechanical cultivation and harvesting is being done. Coffee, cucumbers, tomatoes, potatoes, strawberries, and truck garden vegetables were the crops in FY 1968 in which most of the minors were found illegally employed. In four States* where cotton is the principal crop, the combined effect of the factors mentioned above is evident. In FY 1967, 924, 429, 372, and 269 minors were found illegally employed as compared to 47, 6, 107, and 47 in those same States in FY 1968. (See tables F and VI.)

While there was an overall decrease in findings, there were a few areas where findings increased. In two cases, it was due in large part to late ripening of fruits and vegetables because of poor weather; in one, a cool summer; in the other, uncertain weather which delayed harvesting. In the latter situation, this caused migrant workers to leave the area, resulting in the use of 188 minors, as opposed to 85 last year, who were used to harvest cucumbers and potatoes. In another location, a dearth of adult workers for a hand-harvest crop and the seeming disinterest of school officials and parents combined to produce an increasing illegal use of youngsters in the field from 26 in FY 1967 to 111 in FY 1968.

There is ample evidence also that the investigative work done in previous years, public information activities, cooperation of the schools and many farm organizations, and litigation had an impact in reducing, on a nationwide basis, the illegal use of children in harvesting crops.

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*Georgia, South Carolina, Mississippi, Texas.

While it is often believed that farm employment is beneficial, like any other industry, it is beneficial only insofar as young workers are protected from the most serious hazards. Based on national findings, farmwork is classified as the third most dangerous occupation. While, under the present Hazardous Occupations Order in Agriculture, minors under 16 are prohibited from operating potato harvesters, they may legally ride on them. In FY 1968, a 16-year-old girl lost her arm when she was pulled into the conveying mechanism of a harvester while working on her grandfather's farm. Two 6-year-old boys badly injured their hands in a harvester, possibly permanently. A 13-year-old lost his arm just below the shoulder in a potato harvester, and a 15-year-old boy seriously damaged his hand and arm.

Tractor accidents often involve fatalities. Of 67 tractor accidents reported to a State Bureau of Labor, 31 involved fatalities—11 of them to children 16 years old or less. In all, 27 children 16 and under were in tractor accidents in that State during the year.

A 15-year-old Michigan youth bled to death when his arm was torn off by a grain auger which he was helping his father to operate.

An 8-year-old boy suffocated when he was sucked into and buried under 2 feet of grain in a wheat bin while helping his cousins to load wheat.

A look at the educational achievement of children whose lot it is to "follow the crops" is enough evidence to warrant a feeling of relief that perhaps mechanization will spell an end to such exploitation. In FY 1967, of the 4,201 minors under 16 who were illegally employed during school hours, 3,070 were local children and 1,131 were migrants. About 20 percent (861) of the illegally employed were 9 years of age or younger, nearly half (2,086) were 10 to 13, and almost 30 percent (1,254) were 14 and 15. Preschool age children were also working on farms. Their employment, however, is not a violation of the act since there are no "school hours" for them.

Of those children for whom information on last grade completed was obtained, 4,166 (44 percent) were in grades below the normal for their ages. Educational achievement in relation to age becomes lower as children increase in age. Thus, at 14 years, 61 percent were enrolled in grades below the normal for their ages, and at 15 years of age, the percentage was 67. (See tables C and III.) Of the migrants (1,111), 43 of these children had never attended school and 66 percent were in grades below the normal. At 14 years of age, the percentage increased to 84 and, at 15 years, 87 percent were behind in scholastic achievement. (See tables D and IV.) This pattern has been fairly typical over the years in which the Divisions have been administering and enforcing the child labor provisions in agriculture.

Hazardous Jobs in Business and Industry

The number of minors found illegally employed in FY 1968 in one or more nonagricultural occupations covered by the 17 Hazardous Occupations Orders currently in effect totalled 7,719 as compared to 10,547 the previous fiscal year

or a decrease of 2,828. Most illegal employment was found in both years in Hazardous Occupations Orders Nos. 2 and 7. There were 4,917 minors found in violation of Hazardous Occupations Order No. 2 in FY 1968 as compared to 6,766 in FY 1967—a decrease of 1,849 minors. In Hazardous Occupations Order No. 7, there were 1,033 minors found illegally employed in FY 1968 as compared to 1,900 in FY 1967—a decrease of 867. Hazardous Occupations Order No. 4 violations also declined—150 minors were found illegally employed in FY 1968 as compared to 307 in FY 1967—a decrease of 157 youths. (See tables E and V.)

Some of the decreases described are related to specific amendments of these orders made by the Secretary of Labor to permit youth 16 and 17 to be employed in certain occupations that had heretofore required a minimum age of 18.

Hazardous Occupations Order No. 2, Motor Vehicle Driver and Helper, was amended effective in November 1967 to permit 16- and 17-year-olds to drive motor vehicles on private property, with certain exceptions. This change permits a minor taking auto mechanics training, for example, to move a car out of the garage. The other change permits a minor 16 or 17 to serve as a helper on a motor vehicle provided he rides inside the cab with the driver.

The amendment to Hazardous Occupations Order No. 4, Logging and Sawmilling Operations, which became effective in April 1967, permitted minors 16 and 17 to do cleanup work outside shake and shingle mills, provided the mill was not in operation; to split shakes manually with a froe and mallet; to pack shakes into bundles except in the mill building or cover; and to manually load bundles of shakes and shingles into trucks and railroad cars provided the employer has on file a statement from a licensed physician certifying that the minor is capable of performing this work without injury to himself.

The amendment to Hazardous Occupations Order No. 7, Power-Driven Hoisting Apparatus Occupations, which became effective in November 1967, permitted 16- and 17-year-old minors to operate automatic signal operation passenger, freight, or combination passenger-freight elevators provided these elevators meet certain specific requirements. Thus, a stockboy age 16 could operate such an elevator to carry merchandise to the selling floor in a department store.

Although the bulk of illegally employed minors in occupations covered by Hazardous Occupations Orders were 16 and 17, an alarming number found were aged 14 and 15 or even younger.

Twelve youngsters ranging in age from 10 to 15 were employed by a bakery as helpers on a bakery truck for over 2 years (Hazardous Occupations Order No. 2). Four boys, aged 10, 11, 13, and 15, respectively, were employed in a sausage company where they assisted in operating the meat grinder contrary to Hazardous Occupations Order No. 10 and Child Labor Regulation No. 3, as well as working as helpers on the delivery truck.

Two boys, 14 and 15, were employed as roofer's helpers, nailing paper on the roof and operating power-driven saws. Roofing operations are considered so dangerous that there are no occupations in which 16- and 17-year-old minors may be employed under Hazardous Occupations Order No. 16. Operating a power-driven saw is prohibited by Hazardous Occupations Order No. 14. The

youngsters also worked as helpers on the truck contrary to Hazardous Occupations Order No. 2. This employment was also contrary to the provisions of Child Labor Regulation No. 3.

While many of those employed illegally in hazardous jobs escape without being maimed for life or killed, there are too many not as fortunate. Accidents found in the course of investigations illustrate the need for Hazardous Occupations Orders. A 13-year-old minor was killed when his head was crushed in an elevator he was operating (Hazardous Occupations Order No. 7).

A 14-year-old minor working as a helper on a milk truck had his ankles, feet, and lower legs cut and mangled, with possible permanent injury in one leg, when the milk truck was hit by another vehicle. A 16-year-old boy was killed when crushed in the cab of a dump truck.

Meat-grinding machines take their toll every year—a 17-year-old boy, an outstanding athlete, lost all the fingers on his right hand while operating a meat-grinding machine in his father's store; a 16-year-old had his right arm amputated midway between the wrist and the elbow as a result of catching his hand in an electric meat grinder. A 17-year-old boy had a similar accident in another State.

A 16-year-old minor, who told his prospective employer he was 18, was hired to operate a forklift feeding plastic into a hopper. He worked from midnight to 8 a.m. On Sunday morning, the minor backed the forklift into a press and was crushed. He was working alone and was not discovered by the guard until 5:30 p.m. Sunday. The guard found him about 50 feet from the lift still alive. The five pints of blood administered by the hospital did not save his life (Hazardous Occupations Order No. 7).

A 17-year-old boy was working with his father on the rig for an oil well drilling company. His left leg was torn off, his head severely injured, and he was badly mangled when he fell onto the rotary table of the drill. Four days after the accident, the boy died without regaining consciousness. His father had lied to the employer about the age of the boy, saying he was 18 (Hazardous Occupations Order No. 7).

Thus, some of the citizens of the future have their lives unnecessarily snuffed out before reaching adulthood or are maimed for life. Time and space do not permit reporting those cases where a finger, a thumb pad, a toe, or other part of the body is lost or hurt. Hazardous Occupations Orders are not the only preventive measure, but they do set a standard from which to start protecting young workers.

The Employer's Protection—Employment and Age Certificates

Though the employer is not required to have employment or age certificates on file under Federal law, he may protect himself from unintentional violations by requesting them for each minor under 19 as proof that the minor is the legal age for the job he is doing. A cooperative agreement exists with 45 States, the District of Columbia, and Puerto Rico to accept State employment and age certificates as proof of age under the acts.

There were 1,882,078 State employment and age certificates issued during the past year. This was nearly a 4-percent increase over the previous year (1,816,885).

In four States without certification programs: Idaho, Mississippi, South Carolina, and Texas, the Wage and Hour and Public Contracts Divisions issue Federal Certificates of Age. Almost 27,000 certificates were issued in each fiscal year, with a slight increase (421) in the number issued to 14–15 and 16–17 age groups in FY 1968 and a somewhat higher decrease (590) in those for the 18 and over group. Approximately 65 percent were issued for 16–17-year-olds and 1.5 percent for the 14–15 age group each year.

The number of State and Federal certificates issued is indicative, in part, of increased youth employment and possibly greater awareness among employers of the certification program.

Legal Actions

If efforts to obtain compliance with the child labor requirements of the acts are not successful, legal action is undertaken. In FY 1967, 130 cases containing child labor violations were filed. There were 75 cases closed, with 55 judgments for the Secretary and 20 stipulations for future compliance. During FY 1968, 99 cases were filed on child labor counts; one a criminal action which resulted in a permanent injunction and a fine. There were 111 cases closed: three were voluntary dismissals, 32 were closed on stipulation, and 76 were judgments for the Secretary.

The salutary effect of a case such as that of the mill employing eight minors under 18, four starting at age 15, to drive trucks and operate woodworking machines and circular saws is considerable. This employer, using these youngsters in jobs subject to the 18-year minimum age, admitted receiving a letter in 1964 from Wage-Hour explaining child labor provisions "but didn't bother to read it." A number of other employers will become aware of the child labor provisions by reading about this judgment of the court.

In litigation ensuing from a third investigation, 22 minors under 18 were found employed in occupations in a slaughtering and meat-packing plant on the killing floor, operating and feeding power-driven meat-processing machines, and hand-lifting animal carcasses, as well as operating power-driven paper products machines. This firm had attempted to conceal the correct ages of underaged minors by carrying several on the records under assumed names.

On March 22, 1968, criminal action was filed in the U.S. District Court against a nationwide builder of grain elevators and bins, charging the firm with willful violation of the child labor and recordkeeping provisions of the FLSA.

This construction company had employed illegally a total of 152 minors, 15 under age 16, over a 2-month period on 10 construction sites in one State. One youth, aged 17, had been killed when he fell from a grain elevator while riding a manlift. Two previous investigations established willfulness. A permanent injunction and a $6,000 fine were levied against the company on four counts:

employment of minors under 16 in construction, violations of Hazardous Occupations Orders Nos. 2 and 7, and failure to keep records.

An injunction was issued against a manufacturer of metal sign brackets who had employed 11 boys, aged 12 through 15, in manufacturing. One, aged 12, regularly did torch welding; others frequently worked with inflammable liquids. Their average pay was about 40¢ an hour. A 13-year-old boy had died as a result of burns suffered in a flash fire in the shop. The FLSA sets a 16-year minimum age for employment in manufacturing occupations.

Though most concerns attempt to obey the laws, legal action is the tool which gives the law the strength which stimulates compliance among the less conscientious.

Educational and Informational Activities

With the 1966 amendments, information responsibilities increased substantially. Extensive revision of existing publications and preparation of new material were made to incorporate the amendments as they affected child labor. Speeches were made throughout the country to innumerable groups. Articles were prepared on request for trade publications; e.g., the poultry and egg business. Also, a special information project was carried out by personal visits to major employers, school and State employment officials, and other persons concerned with youth employment to apprise them of the child labor provisions and availability of Federal certificates on request. Some special procedures to expedite certificate issuance were worked out.

Additional child labor information activities took place in FY 1968 as the result of modifications to two hazardous occupations orders and Child Labor Regulation No. 3, as well as the issuance of the Hazardous Occupations Order in Agriculture and ensuing 4–H exemption.

The Youth Opportunity Campaign elicited many inquiries about child labor standards, making it possible to clarify the oft-repeated misconception that no one under 18 may be legally employed. State educational personnel, particularly distributive education teachers, vocational guidance counsellors, and coordinators of cooperative vocational education programs, were informed by WHPC speakers about the special minimum wage for full-time students and student learners as well as the child labor provisions of the act.

As a public service, each year news media use informational material on child labor related to a specific effort. During the spring and summer, the Divisions' concern is the employment of young people in accordance with child labor standards. The fall program addresses the employer and the school-age worker to encourage the latter's return to school.

Popular materials as well as official publications describing the child labor provisions are available from the WHPC's national, regional, district, and field offices.

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TABLE A

NUMBER OF MINORS FOUND EMPLOYED IN NONAGRICULTURAL ESTABLISHMENTS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, FISCAL YEAR 1967

Region and State	Number of minors found illegally employed		
	Total	Under 16 years of age	16–17 years of age in hazardous occupations
All regions	[1] 14,237	[1] 5,289	[1] 8,948
Atlanta	1,385	651	734
Florida	456	251	205
Georgia	448	208	240
North Carolina	317	95	222
South Carolina	164	97	67
Birmingham	1,315	569	746
Alabama	393	156	237
Arkansas	254	103	151
Louisiana	365	158	207
Mississippi	303	152	151
Boston	522	136	386
Connecticut	103	3	100
Maine	68	33	35
Massachusetts	204	62	142
New Hampshire	63	25	38
Rhode Island	32	0	32
Vermont	52	13	39
Chambersburg	824	207	617
Delaware	9	5	4
District of Columbia	12	5	7
Maryland	188	30	158
Pennsylvania	615	167	448
Chicago	2,767	1,159	1,608
Illinois	527	158	369
Indiana	419	230	189
Michigan	731	338	393
Minnesota	118	35	83
Ohio	862	358	504
Wisconsin	110	40	70
Dallas	3,129	1,074	2,055
New Mexico	57	17	40
Oklahoma	614	150	464
Texas	2,458	907	1,551

See footnote at end of table.

TABLE A—Continued

NUMBER OF MINORS FOUND EMPLOYED IN NONAGRICULTURAL ESTABLISHMENTS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, FISCAL YEAR 1967

Region and State	Number of minors found illegally employed		
	Total	Under 16 years of age	16–17 years of age in hazardous occupations
Kansas City	1,316	432	884
Colorado	100	42	58
Iowa	152	36	116
Kansas	210	74	136
Missouri	441	74	367
Montana	23	5	18
Nebraska	85	34	51
North Dakota	16	4	12
South Dakota	46	21	25
Utah	194	121	73
Wyoming	49	21	28
Nashville	1,262	448	814
Kentucky	291	93	198
Tennessee	443	207	236
Virginia	334	101	233
West Virginia	194	47	147
New York City	784	199	585
New Jersey	471	89	382
New York	313	110	203
San Francisco	854	354	500
Alaska	2	1	1
Arizona	25	10	15
California	609	270	339
Hawaii	10	4	6
Idaho	10	3	7
Nevada	25	13	12
Oregon	22	12	10
Washington	150	41	109
Guam	1	0	1
Santurce, P.R.	79	60	19
Puerto Rico	78	60	18
Virgin Islands	1	0	1

[1] Includes 12 minors illegally employed under the provisions of both the Fair Labor Standards Act and the Public Contracts Act. In addition, 98 minors were illegally employed under PCA only.

TABLE B

NUMBER OF MINORS FOUND EMPLOYED ON FARMS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, FISCAL YEAR 1967

Region and State	Number of minors illegally employed			
	Total	14–15 years of age	10–13 years of age	9 years of age and under
All regions	4,201	1,254	2,086	861
Atlanta	1,427	375	716	336
Florida	8	1	4	3
Georgia	924	258	483	183
North Carolina	66	16	38	12
South Carolina	429	100	191	138
Birmingham	962	278	511	173
Alabama	314	81	174	59
Arkansas	145	54	74	17
Louisiana	131	36	65	30
Mississippi	372	107	198	67
Boston	348	105	187	56
Maine	348	105	187	56
Chambersburg	21	7	10	4
Delaware	14	2	9	3
Maryland	7	5	1	1
Chicago	490	160	232	98
Illinois	23	15	7	1
Indiana	101	38	53	10
Michigan	130	37	58	35
Minnesota	6	3	2	1
Ohio	199	54	101	44
Wisconsin	31	13	11	7
Dallas	353	123	166	64
Oklahoma	84	16	48	20
Texas	269	107	118	44
Kansas City	211	89	85	37
Colorado	85	43	32	10
Iowa	11	2	7	2
Missouri	38	19	15	4
Montana	12	3	5	4
Nebraska	3	3	0	0
Utah	62	19	26	17
Nashville	54	18	28	8
Tennessee	46	18	21	7
Virginia	8	0	7	1

TABLE B—Continued

NUMBER OF MINORS FOUND EMPLOYED ON FARMS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, FISCAL YEAR 1967

Region and State	Number of minors illegally employed			
	Total	14–15 years of age	10–13 years of age	9 years of age and under
New York City	0	0	0	0
San Francisco	309	88	141	80
Arizona	33	12	15	6
California	276	76	126	74
Santurce, P.R.	26	11	10	5
Puerto Rico	26	11	10	5

TABLE C

MINORS FOUND EMPLOYED ON FARMS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, BY AGE AND SCHOOL GRADE, FISCAL YEAR 1967 [1]

Age	Total all grades [2]	Present or last grade attended												Below normal grade for age	
		Never attended school	1	2	3	4	5	6	7	8	9	10	11	Number	Percent of total in age interval
Total, all years	4,166	68	220	329	467	531	573	652	598	404	210	102	12	1,837	44
5 years	15	5	10											0	0
6 years	102	26	64	12										0	0
7 years	176	8	77	77	13	1								8	5
8 years	241	3	37	83	95	22	1							40	17
9 years	314	5	17	70	109	82	31							92	29
10 years	405	3	7	32	90	135	105	33						132	33
11 years	469	2	0	28	62	95	127	127	27	1				187	40
12 years	582	3	1	10	45	93	123	150	138	16	3			275	47
13 years	621	3	2	6	21	52	91	139	175	115	17			314	51
14 years	679	8	2	9	22	38	64	126	146	148	99	17		415	61
15 years	562	2	3	2	10	13	31	77	112	124	91	85	12	374	67

[1] 35 illegally employed minors were omitted for the following reasons: (1) 24 for whom no school information was available; (2) 11 who were in special ungraded classes.

[2] The figures between heavy lines in the table indicate normal school attainment for that age child. On the basis of the usual standard of measurement, developed by the U.S. Office of Education, 6 to 7 is considered normal attendance in the 1st grade, 7 to 8 for the 2d grade, etc., with attendance of 1 grade each year.

TABLE D

NONLOCAL MINORS FOUND EMPLOYED ON FARMS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, BY AGE AND SCHOOL GRADE, FISCAL YEAR 1967 [1]

Age	Present or last grade attended													Below normal grade for age	
	Total all grades [2]	Never attended school	1	2	3	4	5	6	7	8	9	10	11	Number	Percent of total in age interval
Total, all years..	1,111	43	78	121	150	159	161	181	120	69	24	5	0	734	66
5 years	6	1	5											0	0
6 years	32	18	11	3										0	0
7 years	45	5	27	9	3	1								5	11
8 years	77	2	24	36	14	1								26	34
9 years	81	3	7	27	29	11	4							37	46
10 years	82	2	2	17	29	25	3	4						50	61
11 years	122	1	0	14	27	40	26	14						82	67
12 years	148	1	0	5	19	35	43	34	10	1				103	70
13 years	160	3	0	3	10	26	41	43	27	7				126	79
14 years	201	5	1	6	11	16	33	53	44	24	8			169	84
15 years	157	2	1	1	8	4	11	33	39	37	16	5		136	87

[1] 20 illegally employed minors were omitted for the following reasons: (1) 13 for whom no school information was available; (2) 7 who were in special ungraded classes.

[2] The figures between heavy lines in the table indicate normal school attainment for that age child. On the basis of the usual standard of measurement, developed by the U.S. Office of Education, 6 to 7 is considered normal attendance in the 1st grade, 7 to 8 for the 2d grade, etc., with attendance of 1 grade each year.

Note.—Nonlocal minors are those who do not return to their permanent homes each day.

TABLE E

NUMBER OF MINORS FOUND EMPLOYED IN VIOLATION OF HAZARDOUS OCCUPATIONS ORDERS ISSUED UNDER THE FAIR LABOR STANDARDS ACT, FISCAL YEAR 1967

Hazardous occupations order violated	Number of minors involved
Total employed in violation of one or more hazardous occupations orders [1]	**10,547**
Manufacturing or storage occupations involving explosives (order No. 1)	33
Motor-vehicle driver and helper (order No. 2)	6,766
Coal mining occupations (order No. 3)	21
Logging and sawmilling occupations (order No. 4)	307
Power-driven woodworking machines occupations (order No. 5)	642
Occupations involving exposure to radioactive substances and to ionizing radiations (order No. 6)	1
Power-driven hoisting apparatus occupations (order No. 7)	1,900
Power-driven metal-forming, punching, and shearing machines occupations (order No. 8)	376
Occupations in mining, other than coal (order No. 9)	30
Occupations involving slaughtering, meatpacking or processing, or rendering (order No. 10)	556
Power-driven bakery machines occupations (order No. 11)	120
Power-driven paper-products machines (order No. 12)	185
Occupations in the manufacture of brick, tile, and kindred products (order No. 13)	30
Occupations involving the operation of circular saws, bandsaws, and guillotine shears (order No. 14)	345
Occupations in wrecking, demolition, and shipbreaking operations (order No. 15)	93
Occupations in roofing operations (order No. 16)	215
Occupations in excavation operations (order No. 17)	113

[1] Represents an unduplicated count of the number of minors employed in violation of one or more hazardous occupations orders.

TABLE F

NUMBER OF MINORS FOUND EMPLOYED ON FARMS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, BY CROP, AGE AND RESIDENCE OF MINOR, FISCAL YEAR 1967

Crop	Number of minors illegally employed				
	Total	Under 14 years of age		14–15 years of age	
		Local labor [1]	Nonlocal labor [2]	Local labor [1]	Nonlocal labor [2]
All crops	[3] 4,201	[3] 2,183	764	[3] 887	367
Field crops	3,022	1,964	200	770	88
Cotton	2,469	1,726	63	661	19
All other	553	238	137	109	69
Vegetables	824	96	425	63	240
Tomatoes	556	21	359	9	167
All other	268	75	66	54	73
Fruits	351	121	139	52	39
Strawberries	106	60	9	32	5
Figs	95	15	61	3	16
Nuts	35	25	0	10	0
All other	115	21	69	7	18

[1] Local labor includes all minors who return to their permanent homes at the end of each day's work.
[2] Nonlocal labor includes all minors who do not return to their permanent homes each day.
[3] Includes 4 illegally employed minors engaged in farming operations not involving crops; 2 under 14 years of age and 2 from 14 to 15 years of age.

TABLE I

NUMBER OF MINORS FOUND ILLEGALLY EMPLOYED NONFARM—FISCAL YEAR 1968

Region and State	Total	Number of minors found illegally employed	
		Under 16 years old	16–17 years old in hazardous occupations
All regions	[1] 12,434	[1] 6,059	[1] 6,375
Atlanta	1,282	780	502
Florida	341	182	159
Georgia	519	368	151
North Carolina	304	141	163
South Carolina	118	89	29
Birmingham	1,002	432	570
Alabama	250	113	137
Arkansas	290	111	179
Louisiana	242	97	145
Mississippi	220	111	109
Boston	501	203	298
Connecticut	33	8	25
Maine	123	60	63
Massachusetts	198	72	126
New Hampshire	94	45	49
Rhode Island	38	14	24
Vermont	15	4	11
Chicago	1,899	834	1,065
Illinois	378	176	202
Indiana	233	111	122
Michigan	442	186	256
Minnesota	87	32	55
Ohio	660	284	376
Wisconsin	99	45	54
Dallas	[1] 3,385	[1] 2,000	1,385
New Mexico	68	29	39
Oklahoma	357	140	217
Texas	[1] 2,960	[1] 1,831	1,129
Kansas City	[1] 894	[1] 430	464
Colorado	79	37	42
Iowa	177	41	136
Kansas	141	48	93
Missouri	[1] 202	157	[1] 45
Montana	20	3	17
Nebraska	50	14	36
North Dakota	12	3	9
South Dakota	19	8	11
Utah	[1] 181	[1] 118	63
Wyoming	13	1	12

See footnotes at end of table.

TABLE I—Continued

NUMBER OF MINORS FOUND ILLEGALLY EMPLOYED NONFARM—FISCAL YEAR 1968

Region and State	Total	Number of minors found illegally employed	
		Under 16 years old	16–17 years old in hazardous occupations
Nashville	1,007	387	620
Kentucky	221	89	132
Tennessee	393	203	190
Virginia	253	72	181
West Virginia	140	23	117
New York City	555	204	351
New Jersey	328	86	242
New York	227	118	109
Philadelphia	692	269	423
Delaware	16	7	9
District of Columbia	7	2	5
Maryland	209	70	139
Pennsylvania	460	190	270
San Francisco	[1] 1,162	[1] 480	682
Arizona	50	22	28
California	[1] 893	[1] 381	512
Hawaii	6	1	5
Idaho	1	0	1
Nevada	41	21	20
Oregon	49	14	35
Washington	121	41	80
Guam	1	0	1
Santurce	55	40	15
Puerto Rico	55	40	15

[1] Includes minors illegally employed under both the FLSA and PCA as follows: All regions—9; Texas—6; Missouri—1; Utah—1; California—1.

TABLE II

NUMBER OF MINORS FOUND ILLEGALLY EMPLOYED ON FARMS UNDER THE FLSA, FISCAL YEAR 1968

Region and State	Total	Number of minors found illegally employed		
		14–15 years old	10–13 years old	9 years old and under
All regions	1,555	573	738	240
Atlanta	78	24	44	10
Florida	13	8	5	0
Georgia	47	14	30	3
North Carolina	12	0	7	5
South Carolina	6	2	2	2
Birmingham	165	53	83	25
Alabama	[1] 27	6	15	4
Arkansas	16	7	8	1
Louisiana	15	10	3	2
Mississippi	[1] 107	30	57	18
Boston	242	66	135	41
Maine	242	66	135	41
Chicago	560	185	264	111
Illinois	34	15	13	6
Indiana	45	25	18	2
Michigan	104	20	55	29
Minnesota	7	3	4	0
Ohio	317	97	153	67
Wisconsin	53	25	21	7
Dallas	52	30	21	1
Oklahoma	5	1	3	1
Texas	47	29	18	0
Kansas City	224	110	86	28
Colorado	188	95	74	19
Iowa	9	3	1	5
Missouri	4	4	0	0
Nebraska	3	1	0	2
North Dakota	2	2	0	0
Utah	18	5	11	2
Nashville	72	26	34	12
Tennessee	51	16	25	10
Virginia	21	10	9	2
New York City	5	4	1	0
New Jersey	1	0	1	0
New York	4	4	0	0

See footnote at end of table

TABLE II—Continued

NUMBER OF MINORS FOUND ILLEGALLY EMPLOYED ON FARMS UNDER THE FLSA, FISCAL YEAR 1968

Region and State	Total	Number of minors found illegally employed		
		14–15 years old	10–13 years old	9 years old and under
Philadelphia	5	4	1	0
Maryland	2	2	0	0
Pennsylvania	3	2	1	0
San Francisco	41	24	9	8
Arizona	5	4	0	1
California	36	20	9	7
Santurce, PR	111	47	60	4
Puerto Rico	111	47	60	4

[1] Includes illegally employed minors for whom no age was reported: All Regions —4; Alabama —2; Mississippi —2.

TABLE III

MINORS FOUND EMPLOYED ON FARMS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, BY AGE AND SCHOOL GRADE, FISCAL YEAR 1968 [1]

Age	Total all grades [2]	Present or last grade attended													Below normal grade for age	
		Never attended school	1	2	3	4	5	6	7	8	9	10	11		Number	Percent of total in age interval
Total, all years	1,497	27	73	122	143	222	218	265	188	143	66	27	3		875	58
5 years	1	1													0	0
6 years	19	5	8	6											0	0
7 years	48	3	27	14	4										3	6
8 years	74	2	20	34	14	4									22	30
9 years	85	2	3	34	22	21	3								39	46
10 years	134	0	5	11	34	45	31	7	1						50	37
11 years	149	0	3	7	27	45	24	38	5						82	55
12 years	220	2	1	3	22	49	50	55	36	2					127	58
13 years	220	4	5	6	11	27	48	46	44	26	3				147	67
14 years	267	3	1	5	4	18	37	61	54	49	32	3			183	69
15 years	280	5	0	2	5	13	25	58	48	66	31	24	3		222	79

[1] 58 illegally employed minors were omitted for the following reasons; (1) 38 for whom no school information was available: (2) 4 for whom age was not reported; (3) 16 who were in special ungraded classes.

[2] The figures between heavy lines in the table indicate normal school attainment for that age child. Based on the usual standard of measurement, developed by the U.S. Office of Education, 6 to 7 is considered normal attendance in the 1st grade, 7 to 8 for the 2nd grade, etc., with attendance of 1 grade each year.

TABLE IV

NONLOCAL MINORS ILLEGALLY EMPLOYED ON FARMS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, BY AGE AND SCHOOL GRADE, FISCAL YEAR 1968 [1]

Age	Total all grades [2]	Never attended school	Present or last grade attended											Below normal grade for age	
			1	2	3	4	5	6	7	8	9	10	11	Number	Percent of total in age interval
Total, all years	815	20	51	82	97	117	121	149	99	62	14	2	1	588	72
5 years	1	1												0	0
6 years	10	5	4	1										0	0
7 years	29	2	17	8	2									2	7
8 years	50	0	18	25	5	2								18	36
9 years	49	0	3	28	13	4	1							31	63
10 years	66	0	4	8	26	18	8	1	1					38	58
11 years	80	0	2	4	22	28	12	9	3					56	70
12 years	110	1	1	1	17	32	29	17	11	1				81	74
13 years	121	4	1	5	7	19	28	36	18	3				100	83
14 years	139	3	1	2	2	8	26	43	30	20	4			115	83
15 years	160	4	0	0	3	6	17	43	36	38	10	2	1	147	92

Note: Nonlocal minors are those who do not return to their permanent homes each day.

[1] 22 illegally employed minors were omitted for the following reasons: (1) 11 for whom no school information was available; (2) 11 who were in special ungraded classes.

[2] The figures between heavy lines in the table indicate normal school attainment for that age child. Based on the usual standard of measurement, developed by the U.S. Office of Education, 6 to 7 is considered normal attendance in the 1st grade, 7 to 8 for the 2nd grade, etc., with attendance of 1 grade each year.

TABLE V

NUMBER OF MINORS FOUND EMPLOYED IN VIOLATION OF HAZARDOUS OCCUPATIONS ORDERS ISSUED UNDER THE FAIR LABOR STANDARDS ACT, FISCAL YEAR 1968

Hazardous occupations order violated	Number of minors involved
Total employed in violation of one or more hazardous occupation orders [1]	7,719
Manufacturing or storage occupations involving explosives (order No. 1)	29
Motor-vehicle driver and helper (order No. 2)	4,917
Coal mine occupations (order No. 3)	13
Logging and sawmilling occupations (order No. 4)	150
Power-driven woodworking machines occupations (order No. 5)	253
Occupations involving exposure to radioactive substances and to ionizing radiations (order No. 6)	0
Power-driven hoisting apparatus occupations (order No. 7)	1,033
Power-driven metal-forming, punching, and shearing machines occupations (order No. 8)	156
Occupations in mining, other than coal (order No. 9)	10
Occupations involving slaughtering, meat packing or processing, or rendering (order No. 10)	405
Power-driven bakery machines occupations (order No. 11)	176
Power-driven paper-product machines (order No. 12)	269
Occupations in the manufacture of brick, tile and kindred products (order No. 13)	156
Occupations involving the operation of circular saws, band saws and guillotine shears (order No. 14)	248
Occupations in wrecking, demolition and shipbreaking operations (order No. 15)	53
Occupations in roofing operations (order No. 16)	283
Occupations in excavation operations (order No. 17)	55

[1] Represents an unduplicated count of the number of minors employed in violation of one or more hazardous occupations orders.

TABLE VI

NUMBER OF MINORS FOUND EMPLOYED ON FARMS IN VIOLATION OF THE CHILD LABOR PROVISIONS OF THE FAIR LABOR STANDARDS ACT, BY CROP, AGE AND RESIDENCE OF MINOR, FISCAL YEAR 1968

Crop	Number of minors illegally employed				
	Total	Under 14 years of age		14–15 years of age	
		Local labor [1]	Nonlocal labor [2]	Local labor [1]	Nonlocal labor [2]
All crops	[3] 1,555	[3] 450	528	[3] 264	309
Field crops	623	353	59	169	39
Irish potatoes	322	156	56	72	38
Cotton	[3] 187	132	0	51	1
All other	114	65	3	46	0
Vegetables	801	55	443	49	254
Tomatoes	473	14	294	8	157
Cucumbers	183	2	112	4	65
All other	145	39	37	37	32
Fruits	95	30	26	23	16
Strawberries	62	28	5	20	9
All other	33	2	21	3	7
Nursery and green house products	7	1	0	6	0
Flowers, trees and shrubs	4	0	0	4	0
All other	3	1	0	2	0

[1] Local labor includes all minors who return to their permanent homes at the end of each day's work.
[2] Nonlocal labor includes all minors who do not return to their permanent homes each day.
[3] Includes 29 illegally employed minors engaged in farming operations not involving crops: 11 under 14 years of age, 17 from 14 to 15 years of age, and 1 whose age was not reported; and 3 in cotton whose age was not reported.

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